

12 APR 1984

MEMORANDUM FOR: Deputy Director of Personnel for Special Programs

Deputy Director of Personnel for Policy, Analysis, and Evaluations

FROM:

Liaison Division
Office of Legislative Liaison

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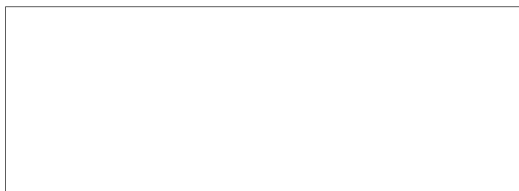
SUBJECT: Fourth House Post Office and Civil Service Committee Oversight Hearing on the Senior Executive Service: 4/13/84

1. Attached for your information and use are the witness list and prepared testimony used by participants at today's hearing. In addition to Ms. Schroeder's (D,CO) opening statement for this hearing, I have also obtained her opening statement for the last hearing, originally scheduled for 20 March 1984, but cancelled at the last minute. I have already forwarded to you the testimony for the cancelled, or third, hearing. It did not change.

2. These Senior Executive Service (SES) oversight hearings are being conducted in accordance with the provisions of the Civil Service Reform Act of 1978, which called for a review of the Executive Branch implementation of the Act. The SES provisions of the Act state, in part, in lay terms, that unless the Congress takes legislative action after five years of experience, the SES will continue to be authorized in law. It is clear that the Congress will not initiate legislation to terminate the SES, but the Administration has not yet decided whether or not it will originate legislation to accomplish the same end.

3. In essence, the witnesses today seemed to be saying that while the SES is doing OK, it certainly hasn't accomplished all of its intended objectives. On balance, all were critical of the Office of Personnel Management (OPM) in its central role as overseer of the statute. Effective performance appraisal has never been accomplished -- in fact, OPM was criticized for dismantling the performance appraisal apparatus put in place by Mr. Devine's predecessor. A general lack of developmental training for the SES feeder group and poor rotational assignment accomplishment were equally criticized. So too were the salary limitation/compression and inadequate bonus implementation issues.

4. I will report on any legislative followup action taken as Ms. Schroder and her Subcommittee on Civil Service as it develops. None is as yet apparent.



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Attachments:
As stated

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